



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES


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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

June 2, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of June 1, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 453 employees at KDMC. Of this number, 234 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed two cases and have opened eight additional cases. As a result, our open caseload is currently 54 (detailed summary information is contained in Attachments I and II).

The one new physician case opened this week involves alleged discourteous behavior and the one new nurse case opened involves alleged substandard attendance.

RECRUITMENTS

Four new nursing employees are scheduled to start on Monday, June 5, 2006 (one Staff Nurse in the Operating Room, one Staff Nurse in Labor & Delivery, one Licensed Vocational Nurse in Psychiatry and one Senior Student Worker, Nursing in the Emergency Room). Two employees were also promoted this week (a Relief Nurse was promoted to Nurse Manager in Nursing Administration and an Interim Permittee was promoted to Staff Nurse in Medical/Surgical).

To Enrich Lives Through Effective and Caring Service

Each Supervisor
June 2, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 06/01/06

Dated: 6/1/2006

Closed Cases -	851
Open Cases -	54
Referred Cases -	11
Grand Total =	916

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	4	30	0	31	75
Discharges of Probationers	0	6	8	1	10	25
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	10	7	22	1	17	57
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	34	0	8	57
Medical Release	0	0	0	0	1	1
Subtotal	65	41	197	17	133	453

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	10	39	43	30	145
Total Actions Taken	88	51	236	60	163	598

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 06/01/06

Dated: 6/1/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	55	9	1	65

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	76	10	2	88